

Phụ lục I

Appendix I

THÔNG BÁO THAY ĐỔI NHÂN SỰ

CHANGE IN PERSONNEL

(Ban hành kèm theo Quyết định số 21/QĐ-SGDVN ngày 21/12/2021 của Tổng Giám đốc Sở Giao dịch Chứng khoán Việt Nam về Quy chế Công bố thông tin tại Sở Giao dịch Chứng khoán Việt Nam)
(Issued with the Decision No. 21/QĐ-SGDVN on 21/12/2021 of the CEO of Vietnam Exchange on the Information Disclosure Regulation of Vietnam Exchange)

**CÔNG TY CỔ PHẦN XÂY
DỰNG SỐ 3 HẢI PHÒNG**
Hai Phong Construction
Joint-Stock Corporation No.3

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Số/No: 05/2025/TB-HC3

Hải Phòng, ngày 11 tháng 10 năm 2025
Hai Phong, 11th October 2025

THÔNG BÁO THAY ĐỔI NHÂN SỰ
CHANGE IN PERSONNEL

(Mẫu dùng cho các trường hợp bổ nhiệm và/hoặc miễn nhiệm/từ nhiệm)
Applied to cases of appointment and/or dismissal/resignation)

Kính gửi: Sở Giao dịch Chứng khoán Việt Nam/ Sở Giao dịch Chứng khoán Hà Nội

To: Vietnam Exchange/ Hanoi Stock Exchange

Căn cứ theo Quyết định của HĐQT số 03/2025/QĐ-HĐQT ký ngày 06/08/2025 và Quyết định số 05/2025/QĐ-HĐQT ký ngày 11/10/2025 của Công ty Cổ phần xây dựng số 3 Hải Phòng, chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty Cổ phần xây dựng số 3 Hải Phòng như sau:

Based on BOM's Decision No.03/2025/QĐ-HĐQT dated 06/08/2025 and Decision No.05/2025/QĐ-HĐQT dated 11/10/2025 of Hai Phong Construction Joint-Stock Corporation No.3, we would like to announce the change in personnel of Hai Phong Construction Joint-Stock Corporation No.3 as follows:

Trường hợp bổ nhiệm/In case of appointment (*):

- Ông (bà)/Mr./Ms.: Ms. Bùi Thị Ngọc Anh
- Chức vụ trước khi bổ nhiệm/Former position in the organization: Thành viên HĐQT kiêm Phó Tổng giám đốc/Member of BOM cum Deputy General Director
- Chức vụ được bổ nhiệm/Newly appointed position: Tổng giám đốc/General Director
- Thời hạn bổ nhiệm/Term: 05 năm/Five years
- Ngày bắt đầu có hiệu lực/Effective date: 01/11/2025 /01st November 2025

Trường hợp miễn nhiệm/từ nhiệm/In case of dismissal/resignation:

- Ông (bà)/Mr./Ms.: Ms. Nguyễn Thị Thuý
- Không còn đảm nhận chức vụ/Dismissed/Resigned position: Tổng giám đốc/General Director
- Lý do miễn nhiệm (nếu có)/Reason (if any): Nghỉ chế độ hưu trí/For retirement
- Ngày bắt đầu có hiệu lực/Effective date: 01/11/2025 /01st November 2025

Thông tin về trường hợp miễn nhiệm bà Nguyễn Thị Thuý đã được công bố trên trang thông tin điện tử của công ty vào ngày 06/08/2025 tại đường dẫn <https://haco3.com.vn/p18-cong-bo-thong-tin.html/>
Information regarding the dismissal of Ms. Nguyễn Thị Thuý was published on the company's website on 06/08/2025, as in the link https://haco3.com.vn/p18-cong-bo-thong-tin.html

Thông tin về trường hợp bổ nhiệm bà Bùi Thị Ngọc Anh đã được công bố trên trang thông tin điện tử của công ty vào ngày 11/10/2025 tại đường dẫn <https://haco3.com.vn/p18-cong-bo-thong-tin.html/>
Information regarding the appointment of Ms. Bùi Thị Ngọc Anh was published on the company's website on 11/10/2025, as in the link https://haco3.com.vn/p18-cong-bo-thong-tin.html

Tài liệu đính kèm/Attached documents:

- Quyết định số/Decision No.03/2025/QĐ-HDQT
- Quyết định số/Decision No.05/2025/QĐ-HDQT
- Bản cung cấp thông tin người nội bộ/Cirriculum vitae of the insider

Đại diện tổ chức
Organization representative
Chủ tịch Hội đồng quản trị/Chairman



Chủ tịch HĐQT
PHẠM KỲ HUNG

No: 05/2025/QĐ-HĐQT

Hai Phong, October 11th, 2025

DECISION

*Re: Appointment of General Director
of Hai Phong Construction Joint-Stock Corporation No.3*

**BOARD OF MANAGEMENT OF
HAI PHONG CONSTRUCTION JOINT-STOCK CORPORATION NO.3**

- Pursuant to the Law on Enterprises No.59/2020/QH14 dated June 17, 2020;
- Pursuant to the Labor Code No 45/2019/QH14 dated November 20, 2019;
- Pursuant to the Charter of Organization and Operation of the Hai Phong Construction Joint-Stock Corporation No.3;
- Pursuant to the Regulations on the Operation of the Board of Management;
- Pursuant to the Resolution No.04/2025/NQ-HĐQT dated October, 11th 2025 of the Board of Management of Hai Phong Construction Joint-Stock Corporation No.3.

HEREBY DECIDES

Article 1. To appoint Ms. Bui Thi Ngoc Anh - currently a Member of the Board of Management cum Deputy General Director of Hai Phong Construction Joint-Stock Corporation No.3 - as the General Director of Hai Phong Construction Joint-Stock Corporation No.3, effective from November 01st, 2025.

Term of appointment: 05 (five) years, starting from November 01st, 2025.

Article 2. Ms. Bui Thi Ngoc Anh shall be responsible for performing the duties and exercising the powers of the position of General Director in accordance with the provisions of law, the Company's Charter and other tasks assigned by the Board of Management.

Ms. Bui Thi Ngoc Anh shall make full reports and take responsibility before the Board of Management for her activities in accordance with the law and the Company's Charter.

Article 3. The salary and allowances of Ms. Bui Thi Ngoc Anh shall be applied in accordance with the current regulations of the Company.

Article 4. This Decision takes effect from November 01st, 2025. The Board of Management, the Board of Directors, Heads of relevant units and departments, and Ms. Bui Thi Ngoc Anh shall be responsible for the implementation of this Decision.

Recipients:

- As stated in Article 4
- State Securities Commission
- Hanoi Stock Exchange
- BOM Archive
- For filing

ON BEHALF OF THE BOARD OF MANAGEMENT



No: 03/2025/QĐ-HĐQT

Hai Phong, August 6th, 2025

DECISION

***Re: Termination of Labor Contract and Dismissal from the
Position of General Director for Retirement of Ms. Nguyen Thi Thuy***

**BOARD OF DIRECTORS OF
HAI PHONG CONSTRUCTION JOINT-STOCK CORPORATION NO. 3**

- Pursuant to the Law on Enterprises No.59/2020/QH14 dated June 17, 2020;
- Pursuant to the Labor Code No 45/2019/QH14 dated November 20, 2019;
- Pursuant to the Charter of Organization and Operation of the Hai Phong Construction Joint Stock Corporation No.3;
- Pursuant to the Minutes of the BODs' Meeting No.05/2025/BB-HĐQT.

HEREBY DECIDES

Article 1. To terminate the Labor Contract and dismiss Ms.Nguyen Thi Thuy from the position of General Director for retirement as prescribed, effective from **November 1st, 2025**.

Article 2. Ms.Nguyen Thi Thuy is responsible for completing the handover of all duties related to her current position and relevant documents, records to her successor before October 31st, 2025.

Article 3. All authorizations granted by the Chairman of the Board of Directors to Ms.Nguyen Thi Thuy in her capacity as General Director shall cease to be effective as of November 1st, 2025.

Article 4. This Decision takes effect from the date of signing. The Board of Directors, the Executive Board, Ms.Nguyen Thi Thuy and all relevant departments of the Company are responsible for implementing this Decision.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Recipients:

- As stated in Article 4
- State Securities Commission
- Hanoi Stock Exchange

